

## INFORMATION REPORT

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SUBJECT The Manpower Situation on a Ukrainian Kolkhoz

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### SOURCE

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1. Q. What is the ratio of women to men on a typical post-World War II kolkhoz?
  - A. The typical kolkhoz in the postwar period had about 60% adult workers, of whom about 70% were women.
2. Q. Why did a relatively large number of demobilized soldiers return to their kolkhozes after World War II?
  - A. The reason so many demobilized service men returned to their kolkhozes is that 1946, the year of demobilization, was a famine year in the USSR and soldiers knew that even if they were not entitled to any pay in kind from work days, they could still get something to eat from the garden plots belonging to their families.
3. Q. Is movement of workers from agriculture to non-agricultural sectors heavy or light, sporadic, both absolutely and in comparison with pre-World War II experience?
  - A. Movement of manpower from the farm to industry is mainly marked by the fact that kolkhoz workers are now drafted for work in industry where they had formerly gone voluntarily. A kolkhoz chairman gets an order ("naryad") calling for a specific number of workers from his kolkhoz to be sent to a specific industrial enterprise. This is a compulsory draft and cannot be ignored. I would say that a greater number of workers were leaving the kolkhozes after World War II as compared with before the war.
4. Q. Is there any return movement, seasonal or permanent, of workers to the agricultural sector?

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- A. Those who left the kolkhozes left permanently. But there is the practice of drafting workers and soldiers for work during the harvest season. Of the civilians drafted, few are factory workers; people like barbers are more likely to be drafted for work in the kolkhozes. Soldiers are not paid by the kolkhoz; the only "pay" consists in the kolkhoz responsibility for housing and feeding the soldiers while they are at the kolkhoz. When a military unit lends its motor transport for a kolkhoz's use, the kolkhoz pays the government in kind. Seasonal workers remain on the kolkhoz and work until they have completed an established number of work days. Civilian workers receive payment in kind according to the number of work days they have completed. However, the payment is not received in full immediately, but is paid out during the course of the year.
5. Q. Are workers required to remain on the kolkhoz by law (that is, by laws aimed at retaining the kolkhoz labor force, not by laws which generally restrict freedom of movement in the USSR)?
- A. Yes, according to provisions of the kolkhoz charter by which every kolkhoz is governed. The provisions of the kolkhoz charter differ somewhat according to the agricultural region, but basically they are all the same. These charters regulate the size of the garden plots and the number of head of cattle etc, which the kolkhoz has a right to maintain. According to the provisions of the kolkhoz charter, all kolkhoz members are obliged to submit to the general regulations of the kolkhoz. Becoming a kolkhoz member involves submitting a declaration ("podat' zayavleniye") of intent to become a member. New members are received at open kolkhoz assemblies. Only heads of families are kolkhoz members so only they are obliged to remain on the kolkhoz. After World War II was over, all the kolkhozes that had been liquidated by the German occupation had to be chartered anew, and all members had to declare anew their intent of becoming members.
6. Q. Do young people regard non-agricultural employment as preferable to kolkhoz work?
- A. Yes. There are some young people who work on the kolkhoz during their summer vacations from school; this is compulsory. There are others who failed to complete their education on account of World War II and after the war married and had no alternative but to remain on the kolkhoz. But there are almost no young men remaining on the kolkhozes. There are a few men for such work as running tractors, and kolkhoz chairmen are forced to hide them so as not to have give them up to the trade school (FZO) draft. In general, all young kolkhoz workers would prefer to get specialized training and leave the kolkhoz, but they would prefer the kolkhoz to being drafted for semi-skilled work under the FZO program.
7. Q. Did the kolkhoz imeni Chapayeva have extra labor which could have been recruited for industry without damage to the kolkhoz economy?
- A. No. After World War II, there was no kolkhoz that was not short of manpower.
8. Q. How are students recruited from the kolkhoz for FZO schools? To what extent is recruitment voluntary? What are the attitudes of students and families to the FZO system?
- A. The attitude toward the FZO program is negative. Recruitment is compulsory and there were many cases of flight from the FZO school or factory. Such persons were returned to their school or factory under guard. At the kolkhoz level, FZO recruitment is carried on in the following manner: each village council ("sel' sovyet") receives a plan for FZO recruitment from the regional executive committee ("rais-polkom") which is in turn distributed to the individual kolkhozes. The plan has the force of law, and the list ("spisok") for recruitment has the name and year of birth of those who are being recruited. They are sent to headquarters of the regional administrative apparatus where they are put on a train under guard and sent to their destination.

9. Q. Soviet statistics show a 2/3 decline in FZO enrollment since 1948. Can you give possible reasons for this?

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A. [redacted] during the war education was interrupted for many children. Having failed in some cases to complete even a four-year school, these boys were ineligible for enrollment in technikums or higher educational institutions and consequently were drafted for the FZO program. But after the war, most boys got their chance to finish a seven-year course and were eligible to go on to school or to go to work in the city. Incidentally, there is a provision in the kolkhoz charter guaranteeing the right of young men to go to school without interference on the part of the kolkhoz.

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10. Q. What can you tell about the Chief Directorate of Organized Recruitment ("Orgnabor") of the Ministry of Labor Reserves?

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A. Orgnabor draws its recruits chiefly from the villages. The nature of the recruitment is "voluntary-compulsory" like the State Loan. In 1943, 21 people were sent out from my kolkhoz, of which only four were volunteers. A break down of these 21 shows that four were sent to the Donbas industrial area, 11 were taken for work on the railroad and six were sent to work in Glavlyes (Chief Directorate of Forest Industries).

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11. Q. Do you know of any recruiting for resettlement into border areas?

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A. In 1947 or 1948 there were two families sent [redacted] for resettlement on the Polish border. I am not familiar with the organization that was responsible for this project, but I presume that it was the Ministry of Defense. We got our orders from the Regional Executive Committee by way of the Village Council. The recruitment was purely voluntary and the two families that left had their transportation costs taken care of by the State and their housing was already prepared in their new village, also without cost.

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